Government of the Northwest Territories Response to the *NWT Action Plan on Family Violence (2003-2008)*

A Framework for Action

Status Report

February 2005

Northwest Territories

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106-00586/

Policy and Legislation				
Action	**Deliverables**	**Expected Completion Date**	**Departmental Lead**	**Progress to Date**
Develop terms of reference for the GNWT Policy and Legislation Review Sub-Committee.	Terms of reference	Completed	Executive	This terms of reference was completed in October, 2004.
Establish the review sub-committee to review GNWT policies and legislation.	Sub-committee established	Completed	Executive	Sub-committee established in October 2004 .
Review GNWT policies and legislation to: • Develop guidelines that will be distributed to and used by GNWT departments in the review of existing and new policy and legislation. • Ensure that the policies and legislation are consistent and, congruent. • Ensure that programs and services implemented through policies and legislations are accessible to those who need them. Provide recommendations on changes to existing policy and legislation.	Recommendations for change of policy and legislation	August 2005	Executive	A draft tool has been developed and is expected to be approved in February 2005. The review will begin immediately after this approval.

Policy and Legislation				
Action	**Deliverables**	**Expected Completion Date**	**Departmental Lead**	**Progress to Date**
Prepare and widely communicate plain language highlights of policies and legislation related to family violence and provide regular updates to the Coalition Against Family Violence.	Communications plan; plain language versions of policy and legislation	January 2006	Executive	Discussions will begin with individual GNWT Departments in April 2005.
Develop a gender equity analysis tool and policy to support policy development.	GNWT gender equity analysis tool and policy for use	May 2005	Executive	Research has begun on gender equity analysis. Options have been developed. It is expected that decisions on which option will be provided in May 2005.
Use the gender equity analysis tool to analyze GNWT policy and legislation to ensure gender equality throughout.	Policy and legislation that reflects gender equity	March 2006	Executive	This is phase 2 of the project. Once the tool has been developed an implementation will begin.
Establish an inter-sector implementation committee to guide the implementation of the *Protection Against Family Violence Act*	A mechanism to guide the implementation of the Act	Complete	Justice	This committee was established in September 2004 and is still ongoing. This committee is made up of territorial and local NGOs and government departments.
Hire a coordinator to work with the committee to implement the legislation.	A mechanism to guide the implementation of the Act	Complete	Justice	The coordinator was hired in July 2004.
Establish a dedicated crisis line – 24 hours a day, 7 days a week for reporting.	24-hour access to the protection of the Act	April2005	Justice	The crisis line will be available to take applications under the *Protection Against Family Violence Act* as of April 1, 2005.
Develop an evaluation framework including data collection and monitoring structure.	An evaluation framework	February 2005	Justice	Development of the program logic model is complete and the performance measurement framework is being developed
Evaluate legislation.	Data showing the impact of the Act	Ongoing	Justice	Ongoing monitoring of implementation and reporting of the performance measurement indicators continues.

Working Together				
Action	**Deliverables**	**Expected Completion Date**	**Departmental Lead**	**Progress to Date**
Provide letters of support to the Coalition Against Family Violence in applying for federal funding to implement new projects and initiatives.	Letters of support for federal funding	Ongoing	Executive	Letters of support will be provided on an as needed basis when appropriate.
Provide in-kind support by supplying GNWT boardrooms with conference phones, paying long distance charges for Coalition meetings, photocopying materials and distributing packages for meetings when required.	Meeting places where all representatives can take part either in person or on a conference call	Ongoing	HSS NWT Housing Corp. Justice ECE	In-kind support was provided to prepare for Family Violence Awareness Week.
Enhance the human resource base dedicated to the issue of family violence. The Departments of the Executive, Health and Social Services and Justice have identified one position each to enhance the GNWT's ability to respond to family violence issues.	Increased support for the implementation of the *Family Violence Action Plan* and the *Protection Against Family Violence Act*	Complete	Executive HSS Justice	Two term positions have been hired at the Departments of the Executive and Justice. The Department of Health and Social Services continues to employ one person dedicated to family violence issues.

Working Together				
Action	**Deliverables**	**Expected Completion Date**	**Departmental Lead**	**Progress to Date**
Provide a coordination function for the development of an integrated response to family violence incidents in Yellowknife. This protocol development project would act as a pilot to test protocol development.	Integrated protocols to test in Yellowknife	January 2006	HSS	A protocol committee has been established. The committee is currently in the process of working to acquire funds to facilitate a consultation process with Yellowknife groups who respond to family violence situations, draft the protocol and develop a tool kit to aid other communities in developing their own protocols.
Based on lessons learned from the above pilot, develop a protocol template for the communities to use to develop their community protocols for an integrated response to incidents of family violence.	Integrated protocols in all the communities	March 2006	HSS	A tool kit is being developed for communities to aid them in developing their own integrated response protocols.
Provide expert training and best practices information on family violence and how to develop an integrated response.	Best practices information for the NWT	March 2006	HSS	Best practices are being researched and integrated into the work in the development of the protocol.
Support the implementation of an integrated family violence response in NWT communities.	Integrated protocols in all the communities	March 2006	HSS	Once the protocol for Yellowknife is developed and piloted, templates will be developed for communities. The Department of Health and Social Services will support this implementation by sharing their experiences and resource people.
GNWT Social Envelope Departments commit to continued collaboration on the issue of family violence.	Continued collaboration on issues with stakeholders	Ongoing	Executive	A number of collaborative efforts are in place. There is the Inter-governmental Working Group on Family Violence, the Policy and Legislation Review Sub-Committee, the Standardized Definitions Working Group, the Training Working Group, the Protocol Development Group, the Protection Against Family Violence Implementation Committee and the Tool-kit Development Working Group.

Working Together				
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Departments will continue to encourage multi-year funding of volunteer service organizations where appropriate.	Wherever possible multi-year funding agreements with volunteer organizations	Ongoing	HSS	The GNWT continues to support multi-year funding of volunteer service organizations.
The GNWT will promote interagency collaboration at the community, regional and headquarters levels.	Communities have stronger interagency groups	Ongoing	HSS	Departmental representatives sit on the Coalition Against Family Violence and other community committees, attend meetings and review correspondence as required.
The GNWT will monitor interagency work.	GNWT participation in interagency work	Ongoing	Shared between HSS, Justice, ECE and NWT Housing Corp.	Departmental representatives sit on a number of community-organized committees across the NWT. GNWT employee commitment to interagency work continues.

Capacity Building				
Action	**Deliverables**	**Expected Completion Date**	**Departmental Lead**	**Progress to Date**
Work with GNWT departments and other governments to set up a mechanism to ensure that community proposals around family violence are looked at collectively to find solutions to funding.	An inter-governmental committee to review proposals and make recommendations for possible funding	March 2005	Executive	An Intergovernmental Working Group on Family Violence has been established. This group involves representatives from Federal and NWT governments. The goal is to establish a more integrated approach to funding proposals for community projects in the area of family violence.
Include demonstration project staff in any inter-sector training that pertains to family violence.	Two demonstration projects in the NWT	Ongoing	HSS	The Department of Health and Social Services is providing funding to the Coalition Against Family Violence through the Status of Women Council of the NWT to enable the Coalition to hire a coordinator for the demonstration projects. Once this position is filled they will be invited to attend any training offered by the Government of the NWT in the area of family violence.
Support the demonstration projects by providing access to existing resource people.	Two demonstration projects in the NWT	Ongoing	HSS	Government of the NWT personnel are accessible to the demonstration projects to provide support.

Training				
Action	**Deliverables**	**Expected Completion Date**	**Departmental Lead**	**Progress to Date**
Inventory training the GNWT is providing to personnel in the areas of family violence and policy and legislation that pertains to family violence.	A document that lists all staff training around family violence	Complete	Executive	The training inventory was completed in January 2005.
Establish a repository of information accessible by all residents of the NWT at the GNWT call center.	A toll free telephone number that allows instant access to information around family violence	Complete	HSS	This action was complete as of December 2004. Information available on the call-center in the area of family violence includes: Warning signs of family violence, type and definitions of abuse, signs and symptoms of persons being abused, tips of what to look for, what to do if you think someone is being abused, and what NWT resources are available to help and support persons being abused.
Analyze gaps in training based on the inventory.	A gap analysis	Complete	Executive	A gap analysis was completed in January 2005. Recommendations from this gap analysis are awaiting decision.
Develop a plan to address the gaps.	A training plan	May 2005	Executive	Once recommendations have been approved a plan will be developed to implement the recommendations.
Provide training materials used by GNWT departments to the NWT Status of Women Council for their library where appropriate.	Training materials	March 2005	Executive	No appropriate training materials have been identified. When materials become available, they will be provided to the NWT Status of Women Council.
Look at cross-training opportunities across government.	Personnel better trained and able to respond to incidence of family violence	Ongoing	Executive	The gap analysis for training recommends an approach to government wide cross-training in the area of family violence sensitivity training.
Deliver training to service providers that have a direct role in the delivery of the new legislation.	Training delivered to those directly involved in the delivery of the new legislation	March 2005	Justice	Trainers have been identified and have confirmed attendance at the March 7-8 training. The training manual is complete.

Training				
Action	**Deliverables**	**Expected Completion Date**	**Departmental Lead**	**Progress to Date**
Provide ongoing training to direct service delivery agencies.	Training delivered to those directly involved in the delivery of the new legislation	Ongoing	Justice	Ongoing training and support will be provided by the Department of Justice. Training materials will support ongoing training.
The GNWT will continue to support the delivery of leadership courses and workshops through the School of Community Government and other training mechanisms.	Better-trained community leaders	Ongoing	MACA	Various training programs have been provided to communities.
The GNWT will continue to provide and include volunteer organizations in GNWT training where appropriate.	Better-trained community leaders and caregivers	Ongoing	HSS ECE Justice	The Department of Health and Social Services in partnership with a local NGO is providing training to both government employees and NGO employees in the area of family violence prevention. The program being trained on is called Choices. This training will took place in January 2005.
Provide access to GNWT training materials on legislation and polices respecting family violence to community organizations. GNWT departments work collaboratively to provide training to front line workers.	Increase awareness by front-line staff of legislation and policies relating to family violence, increased access to training materials	Ongoing	HSS Justice ECE	The Department of Education, Culture and Employment have developed a training package to go with the Education, Culture and Employment Child Abuse Handbook. This has been distributed to schools in all regions. Training has also been offered to program support teachers in the South Slave Region. It continues to be a requirement for all new employees of Divisional Education Councils and education districts to receive training on the Child Abuse Protocol at the board level.

Prevention				
Action	**Deliverables**	**Expected Completion Date**	**Departmental Lead**	**Progress to Date**
Look at the Social Agenda inventory of services, *A Living Inventory*, to see if it needs to be updated or reorganized.	A document that breaks services down by program type and community	September 2005	Executive	Review of this document has begun.
Provide best practices research available within the GNWT to the NWT Status of Women Council's library.	A best practices guide for caregivers in the NWT	August 2005	HSS	Once the best practices research is complete, it will be provided to the NWT Status of Women Council.
Research programs that other jurisdictions offer in healthy family relationships.	A best practices guide for caregivers in the NWT	March 2005	HSS	The Departments of Health and Social Services, Justice and the Executive in partnership with a community NGO are developing toolkits for caregivers that will include information on family functioning. The information pertaining to healthy family functioning will come, in part, from healthy family programs running in other jurisdictions and Centers of Excellence who are experts in best practices.
Develop an NWT best practices guideline based on research.	A best practices guide for caregivers in the NWT	August 2005	HSS	The Departments of Justice, Health and Social Services, the Executive and NGOs are collaborating to develop a tool-kit specific to front-line family violence professions to aid them in providing client centered programming. The areas that will be included in this tool-kit are: safety planning, children who witness violence, running groups for women who have been abused, vicarious trauma and self-care, boundaries, referrals and confidentially.
Support service organizations to help them better communicate the services they offer to their communities.	Better-informed public regarding programs and services available across the NWT	Ongoing	HSS ECE Justice	The Department of Education, Culture and Employment continue to distribute relevant information to regions and schools upon request.

Prevention				
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Host the National Youth in Care Committee for a formation meeting in the NWT. The purpose is to form an NWT Youth in Care Committee.	NWT youth more empowered to be part of the decision making process	2006	HSS	Options are being explored by the Department of Health and Social Services to look at the most effective way of developing a Youth in Care Committee and how to communicate this committee to the youth.
Develop a Youth in Care Committee for the NWT to involve children over 12 and youth in decision-making.	NWT youth more empowered to be part of the decision making process	2006	HSS	Options are being explored by the Department of Health and Social Services to look at the most effective way of developing a Youth in Care Committee and how to communicate this committee to the youth.
Continue the implementation of the recently launched School Counseling Framework and Handbook that was developed to address the needs of students as identified in the *Student Support Needs Assessment* 2000. The framework is built upon the values of respect and integrity that are central to the cultural curricula *Dene Kede* and *Inuuqatigiit*.	Counselors with the tools and skills to work with the range of issues affecting students including family violence	Ongoing	ECE	The School Counseling Framework has been distributed to all schools in all regions of the NWT. The Department of Education, Culture and Employment also offered training in this area to school counselors in the Sahtu region. Queries or requests for addition information are responded to upon request.
Continue to offer training in Effective Behavior Support to school staff across the NWT to ensure that school-wide planning processes in this area are in place.	Students who are able to choose healthy relationships and lifestyles	Ongoing	ECE	Representatives from three regions and from headquarters have attended advanced training in this area as a means to better support school staff.
Continue to promote the Skills for Healthy Relationships component of the health curriculum in grades 7-9.	Students with a solid understanding of healthy relationships	Ongoing	ECE	Support in offering the Skills for Healthy Relationships component of the Health Curriculum continues to be offered upon request.

Prevention				
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Continue to identify appropriate materials and tools for use in supporting the existing school health program.	Information and education materials	Ongoing	ECE	The Department of Education, Culture and Employment continues to identify appropriate resources in support of the existing school health programs.
Continue to support the distribution of information related to the curriculum to Divisional Education Councils and District Education Authorities.	Information and education materials	Ongoing	ECE	Information relevant to the curriculum is distributed upon request.
Continue to support Family Violence Awareness Week as a prevention mechanism.	Better awareness about family violence	Ongoing	HSS	The Department of Health and Social Services has committed $10,000 in next year's budget to continue their support of Family Violence Awareness Week.
Build a link to family violence into the health promotion campaigns such as Fetal Alcohol Syndrome Disorder and Healthy Living.	Better-informed public about the effective of family violence and its impact on women and children and the cost to our communities	Ongoing	HSS	Discussions have begun to look at what health promotion campaigns are best fitted to link with family violence prevention messages.

Education and Awareness				
Action	**Deliverables**	**Expected Completion Date**	**Departmental Lead**	**Progress to Date**
Develop and implement an attitude survey on family violence to get a baseline on attitudes.	A baseline of information around attitudes and understanding of family violence in the NWT	March 2005	Executive	A draft survey tool and implementation plan has been developed.
Develop, produce and implement public education information.	Public education materials	April 2005	Justice	A contractor has been hired and work has begun on developing and distributing the public education information in the area of family violence and the Protection Against Family Violence Act. The contractor has completed the community focus groups and provided final recommendations to the Department of Justice regarding the public education information material.
Develop a web page on a government website that provides information including education/awareness materials and links around family violence that is accessible to all residents of the NWT.	Family violence information available on the internet for all to access	April 2005	HSS	The family violence webpage will be included under the Health and Social Services public website The materials for the GNWT webpage are complete in draft.

Services				
Action	**Deliverables**	**Expected Completion Date**	**Departmental Lead**	**Progress to Date**
Review the NWT Housing Corporation's facility utilization by community. If surplus units are identified, the NWT Housing Corporation will consult with community partners on appropriate uses for any surplus units.	A list of surplus housing available by community	Complete	NWT Housing Corp	The NWT Housing Corporation has reviewed its inventory with the goal of identifying surplus units. There are two vacant facilities and one underutilized facility: 1)Somba K'e Healing Lodge; The corporation is actively pursuing the sale of the complex; 2) A seniors complex in Deline; The corporation is consulting with the community of Deline with the purpose of developing a joint proposal regarding the future use of the facility, and; 3) A seniors complex in Tuktoyaktuk; the Corporation intends to modify the building for seniors use and anticipates turning the excess units for public housing use. Appendix A provides an analysis of housing needs as it relates to the population stated above, including tables and the basic data relating to the sample size is also provided. Please refer to the attached Appendix A – Extract of "2004 NWT Community Survey", Community Housing Needs Detailed Results – Report No. 2 – October 2004
Communicate to the public that on-call social workers are the first point of contact for obtaining emergency shelter in a family violence situation.	Residents of the NWT know what resources are available to help them 24 hours a day	April 2005	HSS	A letter has been written in draft to all health and social services authorities requesting that they communicate to residents of their communities that social workers are the first point of contact in communities without shelters, when clients are requesting access to a shelter. As well this

Services				
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				information will be put on the Department of Health and Social Services web page, so that the public is aware.
Train front-line staff including social workers in the community about the Family Violence Protection Act and the remedies available to them under the Act to respond to a family violence emergency.	Trained front-line staff to aid clients in applying for emergency protection orders	April 2005	Justice	The initial contact lists identifying front line community staff has been developed. Training for social worker supervisors has been booked.
Research best practices for abuser programming supported by current community expertise.	Best practices to aid in the development of an NWT program for families who are experiencing abuse	March 2006	HSS	A literature review has begun. This literature review includes research from both the United States and Canada. Research includes effectiveness, length of program, counselor skills needed to facilitate programs and court mandated versus volunteer programs. A draft best practices document is in its initial planning stages.
Culturally appropriate programming for victims, abusers and witnesses of family violence.	Identifiable programs for families who are experiencing abuse using the best practices model (above)	January 2006	HSS	The Departments of Health and Social Services, Justice and the Executive are working in partnership with a community organization to develop tool kits. These tool kits will provide all NWT shelters and other women's organizations with the resources to provide groups for abused women, information on vicarious trauma, how to make appropriate referrals, confidentiality, safety planning and information on working with children who witness violence. As well, all Community Wellness Workers will have received training on working with children who witness violence by March 31, 2005.

Services				
Action	**Deliverables**	**Expected Completion Date**	**Departmental Lead**	**Progress to Date**
Develop a profile of services needed for children and youth 0-18 years with mental health or addictions issues that require residential treatment.	A profile of the service needs of children over the next 10 years	March 2006	HSS	A committee is being struck to write terms of reference for an RFP. The terms of reference will combine all children who have addictions, mental health and disabilities rather than look at each group of children separately. The committee will meet to begin the drafting of the terms of reference in late February.
Identify current service gaps in services for children with mental health and addiction issues.	A report that includes existing services as well as overall service needs for the territory over the next 10 years	March 2006	HSS	A committee is being struck to write terms of reference for an RFP. The terms of reference will combine all children who have addictions, mental health and disabilities rather than look at each group of children separately. The committee will meet to begin the drafting of the terms of reference in late February.
Determine the utilization of current treatment beds for children and youth with mental health and addictions issues within the NWT and project future needs over the next 10 years.	A report that includes existing services as well as overall service needs for the territory over the next 10 years	March 2006	HSS	A committee is being struck to write terms of reference for an RFP. The terms of reference will combine all children who have addictions, mental health and disabilities rather than look at each group of children separately. The committee will meet to begin the drafting of the terms of reference in late February.
Develop a profile of children with disabilities in the NWT.	A report that provides information on children with disabilities in the NWT	March 2006	HSS	A committee is being struck to write terms of reference for an RFP. The terms of reference will combine all children who have addictions, mental health and disabilities rather than look at each group of children separately. The committee will meet to begin the drafting of the terms of reference in late February.

Services				
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Identify current services and gaps in services for children with disabilities.	A report that identifies existing services as well as overall service needs for the territory over the next 10 years	March 2006	HSS	A committee is being struck to write terms of reference for an RFP. The terms of reference will combine all children who have addictions, mental health and disabilities rather than look at each group of children separately. The committee will meet to begin the drafting of the terms of reference in late February.
Rewrite the standards pursuant to the *Child and Family Services Act* (CFSA) to target children's developmental needs.	Updated CFSA Standards	June 2005	HSS	The Child and Family Services Act standards are in draft form and are being reviewed by the Directors of Social Programs across the NWT.
Develop a program model for children and youth with mental health and addictions needs in the NWT.	A program model	January 2006	HSS	A committee is being struck to write terms of reference for an RFP. The terms of reference will combine all children who have addictions, mental health and disabilities rather than look at each group of children separately. The committee will meet to begin the drafting of the terms of reference in late January.
eview program delivery with respect to the NWT Housing Corporation's 10-year plan.	A profile by community on housing needs.	July 2005	NWT Housing Corp.	The NWT Housing Corporation seconded an employee in December 2004 to undertake a comprehensive review of current housing programs with a view of consolidating, refining or deleting programs.

Monitoring, Evaluation and Accountability				
Action	**Deliverables**	**Expected Completion Date**	**Departmental Lead**	**Progress to Date**
Establish an inter-departmental task team, which would include the NWT Bureau of Statistics to develop standardized definitions within government and analyze the data needed to provide evidence of the effectiveness of the programs and services provided within government.	Inter-departmental agreement on standardized definitions	Complete	Executive	Draft definitions have been developed and are awaiting approval.
Develop a draft protocol for information sharing that complies with the *Access to Information and Protection of Privacy Act*.	A mechanism for collecting and sharing data around family violence	May 2005	Executive	The first phase of the project, developing definitions around family violence terms is complete. Once the definitions are approved, a new working group will be developed to look at the feasibility of a protocol. This working group should be established in early February.
Coordinate an inter-sector working session to facilitate the standardizing of family violence definitions and data collection requirements across the system with government and volunteer organizations.	Standardized agreement on definitions	March 2005	Executive	The first phase of the project, developing definitions around family violence terms is complete. Once the definitions are approved, a new working group will be developed to look at the feasibility of a protocol and to work with stakeholder groups to come up with agreed upon definitions around family violence terms. This working group should be established in early February.
Participate in the monitoring activities by providing information and regular updates to the Coalition Against Family Violence on the actions agreed to in this response.	Information on the progress of the implementation	Ongoing	Executive	An Implementation Steering Committee has been established which includes two representatives from the Coalition Against Family Violence. Status reports are being developed regularly to update the public on progress to date.